A RESEARCH PROPOSAL ON

" IMPACT OF EMPLOYEE ATTRITION ON DELIVERABLES OF COMMITMENT TOWARDS STAKEHOLDER'S OF MANAGEMENT INSTITUTIONS IN PUNE DISTRICT"

SUBMITTED TO

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1.1 INTRODUCTION

Attrition in Management Institution is quite alarming, whereas retirement is the natural and continuous process. The attrition of unproductive employee is termed as "Good attrition" and signifies less productive employee leaving the organization voluntarily. The problem with such argument is that going away of an employee usually cannot be controlled by putting in place employee friendly policies and typical recourse in extinction of the services of such employee With the Management Institution. Considering the fact that the above action is essentially an unpleasant exercise at the workplace, it is difficult to call it as valuable. Moreover, this so called good attrition also brings forward the inefficiency of the organization in placing the precise worker, as well as providing guidance to them to make dynamic. If the exit of certain employee causes a slowdown, temporarily, it may be, in stipulations to work connection and productivity; it is referred to as "Bad attrition". It is important to calculate it continuously, take remedial actions so as to be reliable with the overall Management Institution plan.

More than two hundred researches are giving the scope and support to this research area but no one covered a topic such as "Impact Of Employee Attrition On Deliverables Of Commitment Towards Stakeholder's Of Management Institutions In Pune District.". Attracting and retaining good employees is paramount priority for Management Institution.

Definitions of ' Employee Attrition'

The definition of Employee Attrition in a job situation refers to a diminution or decline in the amount of the job force, or a steady lessening in labor going on all the way through resources former than dismissal workforce. Mutually of these explanation can be useful to deeds address by individual funds, and both can have affirmative and pessimistic ramification for a Management Institution.

Employee Attrition, in Human Resource terminology, refers to the phenomenon of the employees leaving the Management Institution. It is usually measured with a metric called attrition rate, which simply measures the no. of employees moving out of the Management Institution (voluntary resigning or lay off by the Management Institution). It is also referred as churn rate or turnover.

Attrition can be calculated as:

(Number of employees that left during period) ÷ (Average number of employees for period) × 100.

The corporation lose on the sum it spent to employ and select these workers and to coach them for their individual jobs. The concern may also have to expend supplementary cash to fill the vacancy left untie by these workers.

Attrition Rate

In several cases, attrition of contemptible performer may not be treated as attrition. Employee Attrition = No. of Employee who left in a year Average Number of Employees in the years in an organization x 100 Thus, if the Management Institution had 4,000 workers in April 2023, 8,000 in March 2024,and 600 give up in the year, then the regular employee strength is 6000 and attrition is 100 x (600/6000) = 10 %t.

Causes of Employee Attrition

- Work Environment
- Position of Management Institution
- Relationship with Superiors, employer, HOD, Director
- Lack of Ability
- Lack of Proper Opportunities:
- Uncertainties faced by the employee
- Work Fatigue in Job
- Stress in job
- Inclination towards Change
- Globalization
- Expectations of talented persons
- Personal Problems of Employees:
- Little span for Career Advancement:
- Limited Scope for Displaying Creative Skills of Employees:
- Alternative Domestic Opportunities:
- Consequences of Employee Attrition

Deliverables of commitment towards Stakeholder's of Management Institutions : Academic and Administrative Processes as follows

A. Academic Process: As follows

1. Curriculum Design and Delivery:

- Curriculum implementation :

- Academic Flexibility
- Curriculum Enhancement
- Monitoring and control

2. Institutions Infrastructure

- Computers
- LCD Management Institutions
- Interactive White Boards
- Digital Classroom
- Digital Camera
- Computer consumables
- Network Connectivity
- Internet Connectivity(Bandwidth)
- Software availability

3. Teaching Learning and Evaluation

- Planning for Teaching Learning
- Classroom interaction
- Teaching Pedagogy
- Evaluation

4. Library and Information Resources

- Library Management System
- Access to e-books, e-journals
- Library Web Portal
- Participation in Resource sharing networks
- Institution Web Portal (Information Section)
- Library and Information Resources
- Institution web portal (Students Section)
- Institution Web Portal (Placement Section)
- Institution Web portal (Alumni Section)

5. Thematic Social Networking

- Webmail Services

- Social networking Platform
- Mobile application

B Administrative Process

1. General Administration

- To maintain staff information
- To maintain employee attendance system
- For Stores management
- For the Institution Correspondence
- For managing student's amenities
- AICTE/UGC/DTE/University Compliances

2. Admission and Student Data

- Online Admission and Enrolment
- Issue of various Certificates
- Fee Structure and Transcript
- Maintaining General Register

3. Examination

- Submission of Examination forms
- Generation of Hall Ticket
- Examination schedule
- Conduct of Examination
- Revaluation and verification of marks
- Convocation form

4 Accounting and finance

- To Keep Books of Accounts (Day Book, Cash book etc.)
- Accounting Statement (Trial Balance, P&L Account, Balance Sheet)
- Maintain Salary and Expenses
- To Prepare Budgetary Allocation
- For Government taxation (Income tax, Service tax, etc.)

5. Governance and Leadership

- Maintaining Institution's Governing Council and Local Management Council Records
- Maintaining Institutional Committees
- Maintaining IQAC and NAAC cell

1.2 HUMAN RESOURCE RESEARCH

Human Resource Research is a crucial part of an Management Institutions as it provides various methods of evaluation, effectiveness of the HR policies and programmers. HR being a responsible person for the Management Institutions , so his/her decisions are important and has a crucial role in developing and implementing policies. current policies and procedures should be evaluated timely to ensure that there should be no vagueness and quantity and quality of an Management Institutions should be maintained.

Often there is more than one major stakeholder in the Management Institution An increase in the number of stakeholders adds stress to the Management Institution and influences the Management Institution's complexity level. A small Management Institution will typically have several stakeholders. All the building permitting agencies, environmental agencies, and Management Institution and safety agencies have an interest in the Management Institution and can influence the execution plan of the Management Institution the neighbor's will have an interest in the architectural appeal, the noise, and the purpose of the building.

Human Resources Research is important because it helps HR professionals and Management Institutions make informed and evidence-based decisions that can improve their HR policies, practices, and strategies. By conducting research, HR researchers can help identify the needs, preferences, motivations, and challenges of employees and potential candidates, as well as the best practices and benchmarks in the Management Institutions .

1.3 SELECTION OF RESEARCH TOPIC

Choosing the right PhD research topic is one of the most important decisions a PhD student should make during his/her academic career. My PhD Research Topic is "Impact Of Employee Attrition On Deliverables Of Commitment Towards Stakeholder's Of Management Institutions In Pune District"

1.4 LEVEL OF RESEARCH :

These include qualitative and quantitative research:

Qualitative Research:

Qualitative Research will be collected through questionnaire and interview techniques by taking a field survey of the identified sample population of the respondents in different areas in Management Institutions Of Pune district of Maharashtra State.

Quantitative Research:

Quantitative Research will be collected from journals, books, magazines, research papers, newspapers, news, government reports, and periodicals websites of government institutions and government websites, portals etc.

Research design

This study involves both qualitative as well as quantitative data. Out of the different categories (i.e. exploratory research, descriptive research and casual research). Exploratory and Descriptive Research design will be used for different phases of research.

1.5 THE STUDY AREA :

Management Institutions , in Pune district (Maharashtra state) - MBA, MCA, PGDM, Hotel Management Institutions . Assessment of impact of Employee Attrition on deliverables of commitment towards stakeholder's in Management Institutions in Pune District of Maharashtra State. consists of the following...

- MBA Course offering Institutions
- MCA Course offering Institutions
- PGDM course offering Institutions
- Hotel Management course offering Institutions

Temporal & Geographical Scope of Study

This Study will be conducted in Pune District. The state coincides with the Maharashtra state of India.

1.6 THE STUDY UNIVERSE : Savitribai Phule Pune University (SPPU) has 612 affiliated colleges. These colleges offer undergraduate and graduate courses in a variety of subjects, including management, law, social sciences, languages, and sciences. Pune is a well-known hub for management courses and MBA programs in India.

Study Universe:

The total number of management Institution affiliated to Savitribai Phule Pune University ,(SPPU) are =**612 .** Here are some places in Pune district, Maharashtra: There are 14 talukas in Pune district, including Haveli, Pune City, Maval, Mulshi, Shirur, Baramati, Indapur, Daund, Bhor, Velha, Purandar, Khed, Junnar, and Ambegaon.

The total number of management Institution in Pune District affiliated with Savitribai Phule Pune University,(SPPU) are =**234** colleges in Pune, including public, private, and public-private colleges .

1.7 OBJECTIVES OF THE STUDY :

1. To scrutinize the effect of Employee Attrition on the organizational deliverables

commitment to stakeholders leads to effect on organizational reputation and loss of institutional knowledge and expertise at Pune District.

2. To evaluate the reason of Employee Attrition from Management Institutions of Savitribai Phule Pune University in Pune District.

3. To take various strategic decision-making on Employee Attrition to intact the relation with stakeholders by Management Institutions at Pune District.

4. To assess perceived barriers while inspecting the Employee Attrition and strategic decision making on them to retain the employees mainly from Management Institutions at Pune District.

5. To find out the impact of Employee Attrition on Management Institutions delivery commitment to stakeholders to effect on organizational reputation and loss of institutional knowledge and expertise at Pune District.

1.8 HYPOTHESES :

1.Realizing early reasons for Employee Attrition and taking strategic decision making leads to strengthening the good relations with stakeholders and also creates a positive impact on organizational reputational and institutional knowledge and expertise in the Pune District.

2.The impact of Employee Attrition on a Management Institutions delivery commitment to clients leads to adverse effects on organizational reputational and loss of institutional knowledge and expertise in the Pune District.

1. $H1_0$: There is no significant difference in the significance of factors affecting attrition in Management Institution on the basis of location.

2. $H2_0$: There is no significant difference in the significance of factors affecting attrition in Management Institution on the basis of years of experience.

3. $H3_0$: There is no significant difference in the significance of factors affecting attrition in Management Institution on the basis of functional area.

4. $H4_0$: There is no relationship between the identified factors and the Employee Attrition in Management Institution.

5. $H5_0$: There is no significant adverse impact of Employee Attrition on operational performance of Management Institution.

6. $H6_0$: There is no significant adverse impact of Employee Attrition on financial performance of Management Institution

7. $H7_0$: There is no significant adverse impact of Employee Attrition on competitive performance

of Management Institution.

8. $H8_0$: There is no significant positive impact of Employee Attrition on Management Institution and deliverables of commitment.

9.H9o:There is no significant difference in the dimensions of Management Institution commitment with respect to Service Length.

1.9 RESEARCH METHODOLOGY:

The Research methodology deals with the research framework adopted. It explains the rationale and justification of the study, the types of data collected and to obtain the primary data five point Likert's Scale is used. It also covers the sampling area, selection of the respondents and the sampling techniques used for the study. Research is defined as the search for knowledge or orderly exploration, to Institution narrative facts, resolve fresh or accessible troubles, verify new thoughts or build up new theory using systematic method. The crucial rationale for vital research as conflicting to applied research is to discover, to interpret and expand methods for development of human knowledge.

1.10 SOURCES OF DATA COLLECTION :

This study goes to measure the quantity and quality of data by using survey method with MCQ type structured questionnaire.

(**A) Primary Data**: Primary data will be collected through questionnaire and interview techniques by taking a field survey of the identified sample population of the respondents in different areas of Maharashtra State in the Pune District.

(1) **Structured Interview Schedules**: A structured interview schedule is a list of questions that are pre-planned and asked in the same order to all candidates during an interview. The questions are carefully worded and standardized, and the same questions are asked to all candidates to ensure consistency and fairness.

(2) **Discussions:** A dynamic way to assess a candidate's communication skills, teamwork, problem-solving, and leadership potential. Group discussions simulate real-world professional scenarios.

(3) **Observation:** Observation is a method of gathering data by watching and analyzing the behavior of people or events in their natural setting.

(4) **Questionnaire method:** MCQ (Multiple Choice Question), Dichotomous, Ranking, Likert's, and Ratings types structured questionnaire.

(B) Secondary Data: Secondary data will be collected from journals, books, magazines, research papers, newspapers, news, government reports etc. Secondary data come from a variety of sources, including:

1. Books and magazines

2. Newspapers,
3. websites and portals,
4. Public sector organizations,
5. Educational Management Institutions ,
6. Private Management Institutions ,
7. Market research providers,
8. Published peer-reviewed papers.

1.11 SAMPLE DESIGN:

The goal of sample design is to ensure that the sample can be used to generalize findings to the entire population. Here are some things to consider when developing a sample design. The population for the study usually is describing as being composed of two groups, i.e. target population & accessible population.

Target population: people residing in Pune District selected area in Maharashtra state.

Accessible population: people residing at selected urban area Pune District of Management Institutions .

Choose a sampling unit: 20 No's. Management Institutions of SPPUniversity in Pune District.

Gather a sampling frame: Stakeholders from selected Management Institutions of SPPUniversity in Pune District.

- Directors-20 No's.. (1 from each institution)
- HODs- 20 No's.. (1 from each institution)
- Teaching employees - 60 No's.(3 from each institution)
- Non-Teaching employees - 60 No's.(3 from each institution)
- Parents -60 No's. (3 from each institution)
- Students-300 No's(15 from each institution)

Sample size: The sample size is **520**. Consider budgetary limitations, which can impact the size and type of sample.

Sample selection: While, selecting management Institution from study universe, ample care will be taken by adopting following selection criteria to select the Management Institutions from the universe.

1) Well-reputed Management Institutions in all respect at Pune District.
2) The permission being granted to undertake research,
3) The Management Institutions , that has a completed 05 years of registration,
4) The Management Institutions in which there are more than 50 employees

(teaching and nonteaching),

5) The Management Institutions that has good student enrollment for at least three years.

6) The Management Institutions that has good infrastructure.

As it will be quite difficult to conduct the survey for all the management teaching and non teaching staff, researcher will select a sample of 30% of the total management teaching & non teaching staff.

PROPORTIONATE CONVENIENCE SAMPLING :

Proportionate, because 30% of the population; Convenience, because the researcher will personally approach the respondents and request for their participation in the study, those who were willing to participate will be considered and those who will denied to divulge any information will be left out. This process continued till the 30% proportion of population will complete.

1.12 DATA ANALYSIS AND INTERPRETATION :

A Statistical Methods:

For analysis and interpretation of data collected will be done by using both descriptive Statistics (Percentage, Mean, mode and median) as well as inferential statistical methods such as Chi square test and one sample t test.

B Software for Data analysis:

In this study software to be used for data analysis is MS- EXCEL 2019, SPSS 20.0. The Research methodology deals with the research framework adopted. It explains the rationale and justification of the study, the types of data collected and to obtain the primary data five point Likert's Scale is used.

1.13 SCOPE OF THE STUDY :

The population or sample being study, The study duration, The topics or theories being discuss, and The geographical location covered in Pune District.

Focusing the research question : Articulating the scope early on helps keep the research question focused and realistic in Pune District of SPPUniversity of Management Institutions . To develop relevant and effective retention strategies to reduce attrition within Management Institution.

Deciding what data to collect : The scope will help to recruit and train new employees. To determine what data will be collect in Pune District of Management Institutions .

Maintaining focus and clarity : A well-defined scope will help to maintain, retain the qualified and talented employees, focus and clarity throughout the Management Institutions in Pune District.

1.14 SIGNIFICANCE OF THE STUDY :

1. Employee Attrition rate is the metric that provides insight into how well you are retaining your employees.

2. Measuring and analyzing Management Institutions attrition rate will allow you to determine how many employees left your institutions within a certain period and understand why they left.

3. To develop relevant and effective retention strategies to reduce attrition within Management Institution.

4. The direct impacts are relatively easy to measure: costs must be incurred to recruit and train new employees.

5. To calculate the Employee Attrition rate, what are the most common attrition causes and how you can prevent it?

6. To identify the Loss of employee engagement, lack of employee growth and development, and loss of employee happiness are some obvious effects of such happening.

1.15 LIMITATIONS OF THE STUDY :

The study is restricted to only in Management Institutions of Savitribai Phule Pune University,(SPPU) in Pune District in Maharashtra state and stakeholder's from selected Management Institutions in Pune District. The present research study is delimited with only 20 Management Institutions and 520 samples only.

1.16 CHAPTER SCHEME :

1) Introduction
2) Research Design
3) Organizational Profile
4) Theoretical framework
5) Data presentation, Analysis and Interpretation
6) Findings and suggestions

Signature **Signature**

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